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HUMAN RESOURCE DEVELOPMENT IN ASIA:

Capitalizing on Human Expertise for Greater Innovation and Creativity

Editors:

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Roziah Mohd Rasdi

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HUMAN RESOURCE DEVELOPMENT IN ASIA: ***Capitalizing on Human Expertise for Greater Innovation and Creativity***

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Organized by:



Department of Professional Development and Continuing Education,
Faculty of Educational Studies, Universiti Putra Malaysia.

&

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PREFACE

We are very proud of holding the 10th International Conference of the Academy of HRD (Asia Chapter) in Kuala Lumpur, Malaysia. In pursuing the mission of 'leading the HRD profession through research', we present this outcome of our continuous efforts under the themes of 'HRD in Asia: Capitalizing on Human Expertise for Greater Innovation and Creativity'.

The Department of Professional Development & Continuing Education, Faculty of Educational Studies, Universiti Putra Malaysia has partnered with International Islamic University of Malaysia and the Academy of Human Resource Development to organize an International Conference on HRD in Kuala Lumpur. The Academy of HRD, headquartered in USA, is the top professional society and network of international scholars and researchers in HRD. It is supported by four reputed international journals: Human Resource Development Quarterly (HRDQ, with Jossey-Bass), Human Resource Development International (HRDI, with Taylor & Francis), Advances in Developing Human Resources (ADHR, with Sage) and Human Resource Development Review (HRDR, with Sage).

This publication/Proceeding consists of articles that focus on the following sub-themes:

- Innovation and Creativity in HRD
- Sustainable Development & HRD
- HRD Theories & Practices relevant to Asian & Malaysian contexts
- Performance & Career Development
- Training & Organization Development
- Learning & Performance Development
- Decent Work & Quality of Work Life
- Values, Politics, Power, Ethics & HRD
- Leadership & HRD
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- Community Resource Development and CSR
- Gender, Ethnicity, Diversity & HRD
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- National HRD Policies & Strategies
- Global & Cross-Cultural HRD
- Emerging Issues in HRD
- Others relevant issues covering the areas of HRM, Management, Education, Psychology, Sociology, Economics and other fields of social sciences.

This year's tenth conference has emphasized quality papers, and about 190 manuscripts were accepted through a rigorous review process. Congratulations to the authors whose papers have been included in this publication! The selected conceptual and applied research papers provide diverse types of information and empirical data contributing to HRD theory and practice. To add to the diversity of knowledge and information, a large number of non-Asian scholars also showed keen interests in Asian HRD issues through their research.

We hope the conference delegates will benefit from many intellectual discussions occurring at this Tenth International Conference of the Academy of HRD (Asia chapter). We thank all the participants for their keen interests and contributions. We hope this proceedings/publication will act as a rich resource of new knowledge that can be referred to in future research works, as well as for professional development of HRD scholars and practitioners. Finally, as Editors, we tried to minimize the inconsistencies and errors as much as possible. However, as is always the case, there are undoubtedly some errors that might have escaped our attention. For these, we offer our sincere apologies.

Editors

Maimunah Ismail, AAhad Osman-Gani & Roziah Mohd Rasdi

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